

ICSEW Conference Registration Information

By Pat Delaney, Conference Committee Chair

Online registration for the 2004 Governor's Interagency Committee of State Employed Women (ICSEW) Conference will be available January 16, 2004.

The ICSEW invites you to attend their 2004 Conference in Ocean Shores, Washington. The conference reflects your state agency's and the Governor's commitment to, interest in, and support of your personal and professional growth. It offers a unique opportunity for training, developing skills, and networking.

The conference theme, "The Culture Within Us," was chosen with the individual in mind. Each one of us brings a unique set of values, beliefs, and experiences into every aspect of our lives. Diversity takes into account all of the characteristics that make us individuals. Our goal is to honor our strengths and unique abilities, and look to the future and reflect on where we want to go.

Denise Bissonnette, 2004 ICSEW Conference Speaker



Denise Bissonnette is a nationally-known writer, speaker, and educator on career development and workplace diversity.

Denise creates an open, dynamic, and enjoyable learning environment in which she imparts tools, techniques, and attitudes drawn from her experience as an employment counselor, job developer, and diversity trainer. She is the author of numerous books including, Beyond Traditional Job Development, 30 Ways to Shine as a New Employee, and Cultivating True Livelihood: Work in the 21st Century.

In her inspiring keynote she will share insights from her newest publication, The Wholehearted Journey:

ICSEW Conference Mission

- To provide a forum in which working women at all levels can explore imaginative ideas and adopt innovative techniques to help rise to new levels of responsibility, recognition, and reward.

- To assist state employed women in building confidence, creating possibilities, and arriving at reasonable solutions to the challenges they face in their personal and professional lives.

Registration Information

Registration opens January 16, 2004. The registration form will be available from the ICSEW Web site at <http://icsew.wa.gov>. An invoice will be sent to you acknowledging receipt of your registration. Return the invoice to the ICSEW with payment. Contact your agency's ICSEW representative or call Sandra Capellas at 360-438-4613 or Micheal Eastin at 360-407-5087 with questions.

Conference Fees (includes meals)

\$230, January 16 - March 15, 2004.
\$260, March 16 - April 30, 2004.

Bringing Qualities of Soul to Everyday Life and Work.

Keynote: The Angel in the Stone of Diversity: Celebrating Our Individual Gifts

Denise presents ideas and insights from the world's great wisdom traditions in a way that is easy to understand, process, and apply to the environment of the 21st century workplace.

Workshop: Cultivating the Spirit: Creating Changes Within Our Personal Culture

Denise will present a model for developing the human spirit by looking with new eyes at the concept of "personal culture."

You may read more about Denise at <http://www.diversityworld.com>.

--Submitted by Sheryl Gaskell

Update From the Chair

By Vicki Rummig, ICSEW Chair

Women make many commitments in today's world. I take my commitment to the ICSEW very seriously. I am asking all ICSEW members to do the same. If the ICSEW is to continue to thrive and progress, every member, their supervisor, and their agency director needs to be committed to providing the time and resources needed to keep the committee productive.

My concern is that ICSEW meetings are seen as women's networking and training opportunities that are not vital to the member, their agency, or the collective of women employed by Washington State. This is not true. In fact, the ICSEW has been very productive in recent months with updating committee bylaws, establishing training opportunities for all state employees, and forming committee opinions on human service reform proposals. However, the committee has suffered in finding participants for planning Take our Daughters and Sons to Work Day and this could just be the start. Without the power to back up our initiatives, the ICSEW may only be strong enough to arrange some networking and training opportunities for members. The ICSEW is meant to do so much more.

The minimum level of commitment needed by members is not vast. The general membership meets 6 days per year. Board members meet an additional 6 days per year. Additional time may be requested of members for other projects such as writing articles for the *InterAct*, attending a conference planning meeting, or developing materials that will help further the goals of the ICSEW. Additional time can be as much or as little as the member and their supervisor are willing to commit.

Sometimes members take ICSEW work home knowing they will be unable to use work time. While this effort is valiant, it is not the most practical or desirable alternative as such tasks are rarely completed on schedule. It was not the intent of Governor Gardner for ICSEW work to be completed outside of business hours, as demonstrated by Executive Order 89-09, which reorganized and renamed the ICSEW. Section A (Duties), Sub

Section 3 of the Executive Order states, "Each state department and agency shall provide appropriate and reasonable resources to the Committee as needed in order that the Committee may carry out the purposes of this Executive Order." (The Executive Order can be located at <http://www.governor.wa.gov/eo/eoarchive/eo89-09.htm>.)

ICSEW Representatives

- *Please try to attend every meeting.*

As we work toward conducting meetings that result in work product, it is very important that you represent your agency.

- *Volunteer to help where you can.*

Don't wait for a board member to seek you out. I am sure you will find that your time is indeed needed.

- *If you make a commitment, please keep it.* Talk to your supervisor if there are work conflicts. If you find that you cannot keep an ICSEW commitment, let the appropriate board member know so that other arrangements can be made.

Supervisors

- *Thank you for supporting your employee in representing your agency in the ICSEW.* You can demonstrate your continued support by ensuring that the member can attend meetings.

- *Please try to be flexible concerning trainings and meetings so that they do not conflict with ICSEW events.* Allow time for completing ICSEW tasks and help prioritize these with the rest of the workload.

Agency Directors

- *Please meet with your ICSEW representative periodically.* Stay informed on what the ICSEW is up to and let your agency representative know if there are issues you feel the ICSEW should study or address.

The best interests of state agencies and state employed women are protected because of the conscientious work and active participation of the ICSEW representatives and their supervisors and agency directors. It is my pleasure to serve as chair and I look forward to great achievements yet to come.



2003 - 2004 Executive Board
<http://icsew.wa.gov>

Chair

Vicki Rummig

Office of Financial Management
vicki.rummig@ofm.wa.gov

Vice Chair

Joyce Norris

Department of Transportation
norrisj@wsdot.wa.gov

Executive Secretary

Micheal Eastin

Employment Security Department
meastin@esd.wa.gov

Budget

Lavenia Marles

Department of Corrections
ldmarles@doc1.wa.gov

Communications

Lonnie Peterson

Department of Health
lonnie.peterson@doh.wa.gov

Conference

Pat Delaney

Department of Labor and Industries
deln235@lni.wa.gov

Education

Vicki Meyer

Office of the Insurance Commissioner
vickim@oic.wa.gov

Health and Wellness

Debbie Kettelhut

Department of Veteran's Affairs
debbiek@dva.wa.gov

Membership

Mary Briggs

General Administration
mbriggs@ga.wa.gov

Promotional and Career Opportunities

Julia Ojard

Washington State Utilities and Transportation Commission
jojard@wutc.wa.gov

Historian

Kim Starkey

Department of Information Services
kims@dis.wa.gov

Take Our Daughters and Sons to Work Day Vacant

History of the ICSEW, 1994 - Present: A Compilation of Previous Reports

The History Committee is proud to present the third and final article in a series of articles on the history of the ICSEW.

By Mary Briggs, Membership Committee Chair

In 1994, the committee completed a two-year plan endorsed by Governor Lowry, which established four standing committees: Education, Communication, Membership, and Budget. In that same year, ICSEW members polled co-workers in their agencies to determine the top issues affecting women in state government, and received a 76 percent response rate. Issues of major concern to women were promotional and career opportunities, family/dependent care, health and wellness, and alternative work environments. As a result, four ad hoc committees were formed to deal with those issues. Evidence of the committee's success was illustrated in September 1996 when the United States Department of Labor/Women's Bureau recognized the ICSEW for its research and recommendations to the Governor.

ICSEW members also added domestic violence as another focus point because of its impact on the workplace. Since it was added to the ICSEW agenda, it has received ongoing focus. Governor Lowry recognized domestic violence as an important issue, and, on October 1, 1996, signed the Executive Order on Domestic Violence and the Workplace. The ICSEW continued to be an active participant in the campaign against

domestic violence when, in 1999, Governor Locke appointed ICSEW Vice Chair, Kathy Shore, to the Governor's Domestic Violence Action Group.

The ICSEW became very proactive by sponsoring workshops on a continuing basis that helped women deal with life's important transitions and cope with issues surrounding domestic violence. Self defense training was also offered to fill a need for women who walk to their cars and run the risk of being mugged and/or raped in ill-lit parking lots.

Other high points from the 90s include, presenting research work and recommendations on mentoring to Governor Lowry where we received support, conducting a 1997 survey that identified comparable worth and pay equity as top concerns, and sponsoring a panel discussion on comparable worth. In late 1999, the ICSEW received the green light to bring a group together to discuss comparable worth and pay equity.

Looking to the future, each year the ICSEW supports our leaders of tomorrow by sponsoring Take Our Daughters to Work Day. At its inception, the Take Our Daughters to Work Day gave new ideas on potential jobs for women. But, as job opportunities cross gender lines, the value of the Take Our Daughters to Work Day has shifted toward an emphasis on giving all our children a sense of the working world. In 2003 we acknowledged that shift by sponsoring our first Take Our Daughters and Sons to Work Day.

The ICSEW has continued to flourish

under the direction of Governor Gary Locke. Economic and global issues have had a great affect on the focus of state government, but women's issues continue to be recognized as important to the success of state government.

The ICSEW supported the community by making a significant contribution to the clothing drive for the Department of Social and Health Services' WorkFirst clients. Gently used, professional clothing is given to clients to help them dress appropriately for interviews and their new jobs. The ICSEW also participated in the Verizon Wireless national telephone recycle initiative by donating usable cell phones to be refurbished and given to victims of domestic violence to use as a lifeline to summon help.

Throughout the years, the ICSEW has periodically evaluated their direction and focus. As a result of an evaluation conducted in 2002, the ICSEW re-established the importance of issues that have been of concern to women over the last 40 years. Those issues include pay equity, barriers to equity for women, identification of more career and leadership opportunities for women, equal access to career opportunities for women, family care, and health and wellness.

As we move forward into the 03-05 biennium, the ICSEW will focus on those issues and issues that are raised during the implementation of the Civil Service Reform Act. Exciting times are on the horizon and the ICSEW will be there to inform, energize, inspire, and motivate.

Time Slipping Away?

Found at www.balancetime.com

Do you often feel that you are getting less done each day? It might be a good idea to look at how you spend your time. Make sure to:

1. Start With a Plan. If you don't have a daily work plan, you are more likely to putter through a variety of tasks, only completing pieces of each.
2. Keep Your Balance. If you aren't balanced in your life, you will have a harder time focusing on your work.
3. Keep a Tidy Workspace. Speaker and author, Donald Wetmore, says people who keep cluttered workspaces often spend more than an hour a day

looking for lost items. Those lost moments can add up to a big time loss.

4. Get Plenty of Rest. Missing sleep will make you less productive during the day, making you waste more time than if you had gotten that extra hour of sleep.

5. Make Sure to Take Your Lunch. Skipping lunch is a mistake. The time saved by staying on through lunch will be lost in your eventual lowered productivity.

--Submitted by Julia Ojard,
Promotional and Career
Opportunities Committee Chair

ICSEW Event Information

January 21, 2004 - "Transition With Triumph" seminar by Mimi Welch. Cost is \$129. Seminar held in Lacey, Washington. Contact Wendy Sue Wheeler at 360-902-1972 or wschwheeler@agr.wa.gov.

January 23, 2004 - Advanced Self Defense class. Cost is \$45. Class held in Lacey, Washington. Contact Vicki Meyer at 360-725-7263 or vickim@oic.wa.gov.



Spotlight Article ICSEW Membership Committee

By Lee Anne Velez

The strength of the ICSEW lies with its members. The logistics of the ICSEW are managed by the Membership Committee. The committee coordinates and maintains accurate information of each ICSEW member, manages the appointment process, and tracks attendance.

This year's chair, Mary Briggs (General Administration), says, "Our primary goal for the coming year is to publish the Networking Guide so that all ICSEW members will be able to contact fellow members and pool their collective job skills. We will accomplish this task by asking members to fill out Member Surveys yearly to keep the information updated."

Without such a crucial committee, it would be difficult to keep track of the active members and their level of participation in carrying out the ICSEW mission and progress made in providing service to all state employed

women.

For the ICSEW members themselves, the Membership Committee takes the lead in organizing the formal transition meeting and continuing to discuss the meaning of membership and suggestions for involving more agencies, current members' supervisors, and agency directors. Placing emphasis on ICSEW membership during meetings has put enthusiasm in the meetings and exemplified the importance of each member's involvement.

In 2004 the Membership Committee plans to encourage members to become more involved in ICSEW committees, especially the Conference Committee for the 2004 ICSEW Conference. Mary says, "The Membership Committee members have enthusiasm and offer creative solutions to the challenges that come our way. Having a great committee makes it easy to complete our assigned tasks!"

All Women Over 40 Should Have Mammograms to Detect Cancer Early

Found at www.doh.wa.gov

Nearly 5,600 Washington women were diagnosed with breast cancer in 2001. In recent years, more than 700 women have died each year from a disease that can be more easily treated if caught early.

The Washington State Department of Health is reminding women over 40: "Why Wait? Set a Date!" A mammogram is the most effective way to detect breast cancer early. The message to Washington women is especially important because breast cancer rates in Washington have continued to increase since 1992.

While the number of women obtaining mammograms has more than doubled since the 1980s, not all women routinely get them. The primary reason women give is that their physician did not recommend getting a mammogram. "It's important that women over 40 see their doctors and ask them for a mammogram," said Dr. Maxine Hayes, state health officer. "The older you are, the greater risk of breast cancer; women over 50, especially, need to be sure to have a mammogram

every year."

A mammogram detects smaller lumps than those that can be felt during a breast exam, so regular mammograms remain the best method to detect breast cancer early. Many lumps found through mammograms are not cancer.

To encourage women to ask their doctors for cancer-screening mammograms, the information campaign during National Breast Cancer Awareness Month stresses the importance of women taking charge of their own health. The "Why Wait? Set a Date!" campaign encourages women to select an annual date to schedule a mammogram and health exams with their doctors.

Many women do not get regular mammograms because of the cost. Most health plans in Washington cover regular mammogram screenings. Some low-income women may be eligible for free or low-cost mammograms through the Washington State Breast and Cervical Health Program. To receive information, call 1-888-438-2247.

--Submitted by Marilyn Hanna

Women Leaders in State Government Washington State Attorney General, Christine O. Gregoire

By Lonnie Peterson, Communications
Committee Chair

Christine Gregoire has moved up the ranks to become the first woman elected to the position of Washington State Attorney General. She is the 16th Attorney General and is currently serving her third term.

Raised in Auburn, Washington, Ms. Gregoire graduated with a teaching certificate from the University of Washington and received a Juris Doctor degree from Gonzaga University. In 1995 she received an honorary Doctor of Law degree, also from Gonzaga.

Ms. Gregoire has dedicated her career to public service. She believes that respecting the diversity of the public is important, especially when making decisions. She says, "I always try to remember that the public we serve is made up of a wide variety of viewpoints and that it is important to listen to, respect, and consider all of them when making decisions."

In light of recent economic and budgetary challenges in Washington State, Ms. Gregoire believes the "do more with less" concept has passed. She encourages her staff to find alternative ways to handle their workloads while continuing to be an advocate for them. She says, "For each of the last four or five years I have tried to convince legislators about the importance of pay raises for state employees and told them how devastating insurance premium increases are when salaries are frozen."

In addition to advocating for state employees, Ms. Gregoire has been an advocate for the state's most vulnerable people. In 2002 she helped pass anti-bullying legislation, which requires every school district to enact a policy against bullying and to offer anti-bullying training to teachers. While she expects the legislation to increase school safety, she says that the days of bullying being looked at as a "right of passage" must end. "We can't take that attitude anymore. We know teasing can drastically impact a student's ability to learn, can result in suicides, and trigger school shootings. School policies can help send a strong signal that bullying is not okay and

will not be tolerated in our schools," she says.

During her tenure as Director of the Washington Department of



Ecology, Ms. Gregoire attended the 1988 ICSEW Conference as a panel member on the topic of "Women and Men Working Together." Since then, women have made great strides in the workplace and Ms. Gregoire has noticed a shift in workforce culture. She says, "With the integration and promotion of women in the workforce, I believe our culture has changed particularly in how we problem solve and how we balance work and family. . . . If we fail to allow balance in employee lives, we risk losing them."

Ms. Gregoire recently underwent successful mastectomy and reconstructive surgery. Fortunately, her cancer--ductal carcinoma in situ--was caught early and she did not have to undergo radiation or chemotherapy. Her form of cancer is only detectable by mammogram, not by self examination. She says, "Mammograms may not be perfect, but my condition would not have been discovered and treated at such an early stage without having had one. So I can't emphasize enough the importance of women to have regular mammograms. The same applies to men getting tested for prostate cancer."

Ms. Gregoire is honored to work with the employees of Washington State. She says, "I urge all of you to keep up the good work. Savor the rewards that come from a job well done, and appreciate the honor we have to serve the citizens of this state, especially in these challenging times."

The ICSEW would like to thank our Attorney General for so generously sharing her thoughts, feelings, and insights with us. A special thank you also goes to her public affairs office for their valuable assistance in helping put this all together.

Embracing Diversity is Like Building Partnerships for Success

By Janet Merz

My first thought when I began my article on diversity was the agency that I work for--the Washington State School for the Blind (WSSB). Our agency has a diverse student population in which we serve, our employees who make this a great place to work, and our "community" are all very diverse.

Children, involved in both on and off campus programs, range in ability levels from severe and profoundly disabled to children who are blind and gifted. They also represent just about every ethnic group and come to the school with a wide cultural background and from a wide range of economic diversity.

Employees range tremendously in interests, ethnicity, disability/ability, and are represented from almost all over the United States. This distribution of diversity very much emulates society within the United States and

what has made this great melting pot one of the most successful democracies in the history of the world. Likewise, this has helped make the WSSB an ever-evolving success story that thrives on diversification.

The WSSB serves over 500 blind and visually impaired students per month statewide and produces Braille for all state agencies and provides Braille to blind consumers throughout our state. The school has continued over the years to examine the needs of our society and developed programs that have been designed to meet the needs of our diverse partnerships for success with numerous organizations and agencies. The school also believes strongly that embracing diversity is like providing a well-balanced approach in providing the type of quality products that citizens of our state deserve and demand.

The WSSB prides itself on the number of partnerships that have been

established. By establishing partnerships, the WSSB has not only been able to free up precious state dollars to put the dollars back into programs for our students, but has also been able to educate each partner as to the needs of the blind. The result of this is a reduction in stereotypes and fears about blindness, which reduce prejudicial feelings. The education about blindness that occurs through these partnerships does more to break down the barriers of ignorance than just about anything else we can do.

The ultimate result of these diverse partnerships will result in new employment opportunities for the blind and a reduction of fear about blindness. By understanding a variety of diverse people and organizations, we become stronger and do a better job in meeting each of our agencies' missions in providing services to a diverse society. Helen Keller said, "Alone we do so little, together we can do so much."

Taking Care of Mom

during Halliday's visit just two weeks earlier. "I saw a side of [my mom] that I had never seen before," McGinty says, "and I thought, 'Just when we get to this great point in our relationship, it gets taken away from me.'"

Halliday shared her daughter's fear, but she kept a positive attitude. "I told myself, 'There's nothing I can do at this point. This is going to have to run its course.' " Two days before Halliday's mastectomy in early August, a group of her friends threw her a "goodbye, booby" party. "We had such a great time," says Halliday. "One of my friends wrote a poem called, *Ode to the Booby*, and read it out loud. We took pictures that night and put them in an album along with the poem and other mementos."

McGinty and her newborn flew up to be with Halliday while she underwent surgery, and stayed for three weeks. During that time, McGinty learned that her husband was being transferred to Portland, Oregon, just two hours away from where her mother lived, so they came back a few weeks later to look for a house. "I was so excited to be moving closer to my mom," says McGinty. "It was really important for me to be there for her. I wanted to know firsthand what was

going on."

McGinty stayed closed to her mother's side after her mastectomy--a crucial element to Halliday's healing process. "Stephanie was such a big part of my recovery," says Halliday. "She was with me for nearly all of my doctor's appointments and treatments, and since she's a nurse, she asked questions I wouldn't even have known to ask."

Thankfully, Halliday finished her last chemotherapy session on Valentine's Day 2003. She and her daughter now plan to join the fight against breast cancer on a large scale by participating in the Avon Walk for Breast Cancer in Portland.

"I felt healthy," Halliday says. "[So] now I'm looking toward the future. I made a promise to myself that I'm going to be alive to watch my granddaughter get married. And I'm going to do all that I can to reach that goal."

Will 2004 Change Your Life?

By Mimi Welch

Think of the major changes 2004 is likely to bring like you would a floating iceberg. What you see above the water line are all the changes you can see, describe, and manage successfully. Below the water line lies the personal and often emotional reactions that are often invisible to others.

Though people plan for external changes, they rarely plan for the internal shifts that accompany wholesale change.

Two of the most critical tools for managing personal transition are a framework for managing the process of change and acceptance of certain inherent guiding principles. Accepting the following principles can be the biggest challenge.

Universal Rules of Transition

- With every beginning there must first be an ending. You must acknowledge and let go of old beliefs and behaviors.

- Beginning doesn't mean you're finished. Reinforcing desired change, tracking progress, and instilling new behaviors and attitudes are the ultimate path to achieving satisfaction.

- Transitions have no speed limits. The key is knowing which stage you're in and what you must do to move through each phase.

- Sustainable change requires a personal transition. Lasting change only occurs when individuals are motivated to act on worthwhile beliefs.

- Transition can be renewing and rewarding. Innovation and creativity emerge as you let go of old patterns and habits. If not cultivated, these skills will not develop.

- You may have to reprint your imprint. Historical patterns may need to be changed if you are to achieve your goals.

- Personal baggage can get in the way of change. Take care of transitions as they occur so you can move forward.

By Patricia King

In July 2002, Jan Halliday was standing in a grocery store check-out line when her cell phone rang. It was her pathologist, who had the results of her breast biopsy. "She said, 'Is this a good time?' So I stepped over to the flower department, thinking, 'If it's bad news, at least I'm in a pleasant spot.' " Unfortunately, it was bad news for the 52-year-old correctional facilities program manager from Lacey, Washington. The biopsy came back positive: Halliday had breast cancer.

Halliday calmly paid for her groceries, walked out of the store, and returned to work. "It was surreal," she says. "I sat down at my desk thinking, 'Did I really just hear that?'" Then she called her husband and her daughter, Stephanie McGinty, who lived in California, to tell them the news.

McGinty, 29, remembers feeling afraid while talking to her mom. "I'm a nurse, but I didn't know anything about cancer--other than the fact that four of my friends' parents had recently died of it," she says. McGinty had also just given birth to a baby girl, and she and her mother had really bonded



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Lonnie Peterson
Department of Health
PO Box 47880
Olympia, WA 98504-7880
phone: 360-236-3547
email: lonnie.peterson@doh.wa.gov
Printed on recycled paper.